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Senate Meeting, January 28, 1976

Academic Senate
Illinois State University

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ACADEMIC SENATE MINUTES

January 28, 1976

Volume VII, No. 10

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Meetings of the Academic Senate are open to members of the University community. Persons attending the meetings may participate in discussion with the consent of the Senate.

Persons desiring to bring items to the attention of the Senate may do so by contacting any member of the Senate.

Academic Senate Minutes

January 28, 1976

Volume VII, No. 10

Call to Order

The Chairperson called the meeting to order at 7:00 P.M. in Stevenson 401.

Roll Call

The Secretary called the roll, and the Chairperson declared a quorum present.

Seating of a Senator

Betty Keough was seated as an Academic Senator representing the College of Applied Science and Technology.

Chairperson's Remarks

Mr. Quane asked that when the Senate got to the action items on which there will be some heated debate the Senators not repeat remarks previously made.

Administrator's Remarks

Provost Horner reported that President Budig had expressed his regret at not being present at the meeting tonight but he is meeting with the Regents.

Provost Horner thanked the chairpersons of Senate standing committees for attending the dinner with the Regents.

Provost Horner reported the appointment of James Bommarito and Dorothy Franks to the Council on Teacher Education.

Provost Horner said there were no significant changes in the appropriations process. The process of internal budgeting is continuing.

ACTION ITEMS:

1. Ratification of Election of Members to the Committee on Honorary Degree Recipients

VII, 85 A motion (Madore, Sullivan) to ratify the Executive Committee election of Brigitta Kuhn and Dale Vetter to the Committee on Honorary Degree Recipients was made. The motion passed on voice vote.

2. Election of Members of the Search Committee for Dean of Continuing Education and Public Service

Balloting took place to elect three members to the Search Committee. Joe Natale, Joel Verner, and Charles Pendleton were elected on the first ballot.

VII, 86 The nominations for the student members were presented. Ms. Holmberg gave some background information on the nominees. A motion (Tarrant, Gremaud) to elect Beth Sharick and Melvin Nesteby was made. The motion passed by voice vote.

3. Revised Dean's Search Committee Procedures

- VII, 87 Mr. Reitan outlined the changes. A motion (Reitan, Rex) to approve the revised procedures was made. The motion passed by voice vote.

4. Revised Senate Apportionment

- VII, 88 A motion (Reitan, Cohen) to approve the apportionment of student and faculty seats on the Academic Senate contained in the memorandum of January 13, 1976 from the Senate Elections Committee was made. The motion passed on a voice vote.

5. Revised Appointment, Salary, Promotion, and Tenure Policies

- VII, 89 A motion (Smith, Gordon) was made to approve the revised Appointment, Salary, Promotion, and Tenure policy in the document dated December 8, 1976, from the Faculty Affairs Committee with the following addition to the initial paragraph on page one after the third sentence:

Implementation of the procedures set forth in this document will conform to the stated policies of the Board of Regents, and be consistent with appropriate Federal, State, and University regulations and policy statements on Affirmative Action.

It was clarified that the term "affirmative action" includes the handicapped, other minorities, and women.

- VII, 90 A motion (Cohen, Sullivan) to divide the original motion and consider the report by sections was made. The motion to divide the original motion was passed by voice vote.

Before the discussion on the revised policy began, the definitions of the terms -- regular, probationary, tenure, and temporary -- were summarized by the chairperson.

Initial Paragraph and Section I. Committees: Policies, Selection, Organization, Responsibilities

The Faculty Affairs Committee accepted the deletion of the word "regular" on page 1, footnote*.

The initial paragraph, as amended, and Section I were approved by voice vote.

Section II. University Review Committee (URC)

- VII, 91 A motion (Chesebro, Van de Voort) to insert the word "sex" after the word "minority" in Section II, Subsection G was made.

- VII, 92 A substitute motion (Madore, Young) to remove the second sentence in Section II, Subsection G was made. The mover and seconder withdrew the original motion.

- VII, 93 A substitute motion (Cohen, Wilson) to reword the first two sentences of Section II, Subsection G to read:

Periodically the URC will conduct a salary equity review according to various classifications of the faculty;

was made. The mover and seconder withdrew the first substitute motion.

- VII, 94 A motion (Smith, Van de Voort) to amend the second substitute motion to read as follows:

The review will be conducted for the purpose of examining possible inequities according to various classes of faculty (rank, department, minority, women, men, college, for example) or combinations of groups.

was made.

The motion to amend the second substitute motion was defeated. The second substitute motion was passed by voice vote.

- VII, 95 A motion (McMahan, Sullivan) to change the word "Periodically" to "At least every three years" in Section II, Subsection G was made. The motion was defeated by a voice vote.

Section II was approved as amended by a voice vote.

Section III. University Appeals Committee (UAC)

Section III was approved by a voice vote.

Section IV. College Faculty Status Committee (CFSC)

- VII, 96 A motion (Banks, Parr) to amend the second sentence in Section IV, Subsection B, to read as follows:

The CFSC shall also review departmental decisions on salary, promotion, and tenure with the authority to endorse these decisions or to reach alternate decisions

was made. The motion carried on a show of hands.

Section IV was approved as amended by voice vote.

Section V. Departmental Faculty Status Committee (DFSC)

Section V was approved by voice vote.

Section VI. Appointment Policies

The Faculty Affairs Committee changed the word "regular" to "probationary" in Section VI, Subsection C. Also in Section VI, Subsection C, the word "who" in the first sentence should be changed to "all of whom". Section VI, Subsections H and I, were removed from Section VI.

- VII, 97 A motion (Morris, Carroll) to add the sentence "Affirmative action policies shall be adhered to in the appointment process" after the first sentence in Section VI, Subsection A was made. The motion passed by voice vote.

A series of motions and substitute motions regarding changes in the last sentence of Section VI, Subsection C, were made and discussed. The chairperson ruled that it was not clear what the motion on the floor was so a new motion would be accepted.

- VII, 98 A motion (Reitan, Cohen) to delete the last sentence in Section VI, Subsection C was made. The motion passed by voice vote.

Section VI was approved as amended by voice vote.

- VII, 99 A motion (Smith, Van de Voort) to change Section VI, Subsection I, to Section V, Subsection D, and to relabel Section V, Subsection D, as Section V, Subsection E, was made.

The Faculty Affairs Committee also changed the first sentence in the new Section V, Subsection D, to read as follows:

Academic departments initiate recommendations with respect to promotion in rank, or tenure, regardless of the allotment of a faculty member's time.

The motion passed by voice vote.

- VII, 100 A motion (Cohen, Gordon) was made to reconsider Section IV, Subsection B and to add the phrase "Upon the request of the affected individual," at the beginning of the third sentence.

The motion passed by a voice vote.

Section VII. Promotion Policies

The Faculty Affairs Committee accepted the following change upon the request of Mr. Hallam, College of Business:

Section VII. Subsection F. 1. a: Candidates will have terminal degree or its equivalent in the discipline, as determined by the department and college, together with other professional qualifications and accomplishments, including teaching competence in the candidate's field of academic endeavor.

The Committee also deleted the phrase "in a tenure line" in Section VII, Subsection 1.

- VII, 101 A motion (Morris, McMahan) to change Section VII, Subsection B, to read as follows:

Promotion recommendations must conform with stated policies of the Board of Regents and be consistent with policy statements on affirmative action. Reference should be made to current regulations as published by the Board

was made. The motion carried by voice vote.

Section VII was approved as amended.

Section VIII. Tenure Policies

- VII, 102 A motion (Morris, Cohen) to change Section VIII, Subsection B.1, to read as follows:

Tenure recommendations must conform with stated policies of the Board of Regents and be consistent with policy statements on affirmative action. Reference should be made to current regulations as published by the Board.

was made. The motion passed by voice vote.

The Faculty Affairs Committee listed several changes in Section VIII as follows:

1. Section VIII, Subsection A.2. - Change the word "At" to "By" in the last sentence.
2. Section VIII, Subsection B.2. - Change the word "achieve" to "be recommended for".
3. Section VIII, Subsection B.2.c - Change the word "probationary" to "tenure".
4. Section VIII, Subsection C - Change the words "permanent employment line" to "probationary period".

Section VIII was approved as amended.

Section IX. Policies for Termination of Employment

The section was retitled as indicated above. Section IX was approved as amended.

Section X. University Evaluation Policies and Salary Increment Procedures

The Faculty Affairs Committee placed Section VI, Subsection H, after Section X, Subsection B.3, and relabeled the new subsection as Section X, Subsection B.4. The following Subsections were relabeled as Subsections B.5 through B.9.

VII, 103 A motion (Madore, Young) to delete Section X, Subsection A.2, and to replace it with a new Section X, Subsection A.2, as follows:

2. The URC, in consultation with the Provost, will establish yearly the percentage allocation of salary increase funds to the merit and exceptional merit categories. The CFSC and the DFSC will be notified of the allocation percentages.
 - a. The merit increment must be distributed as a percentage of the individual's base salary. The same percentage must be applied to individuals, regardless of rank or contract (tenure or probationary)
 - b. The exceptional merit salary allocation must be distributed on an absolute dollar basis and must be added to the percentage "merit" increase received by the faculty member. All those in the exceptional merit category must receive the same dollar amounts regardless of rank or base salary.

Page 13, X, B, 8, a,b,c,d Delete

was made. Mr. Young removed his second. Mr. Van de Voort seconded the motion. The motion failed on a roll call vote.

- VII, 104 A motion (Cohen, Gordon) was made to change Section X, Subsection 9.b, as follows:

Each year after the DFSC makes its merit decisions, . . . exceptional merit categories.

SUGGESTED PERCENTAGES:

MERIT - no less than 75%
EXCEPTIONAL MERIT - no more than 25%

NOTE: No salary. . . performance ratings.

- VII, 105 A motion (Sullivan, Tarrant) to move the previous question was made. The motion failed by a voice vote.

A lengthy discussion followed.

- VII, 106 A motion (Cohen, Tarrant) to move the previous question was made. The motion passed by a voice vote.

The main motion passed on a voice vote.

- VII, 107 A motion (Van de Voort, Carlile) to add a new Section X, Subsection 9.e, which reads as follows:

An exceptional merit salary allocation shall be a one-year increase and shall not be included in the base salary for the next year or computed in salary allocation in future years.

was made. The motion failed on a voice vote.

- VII, 108 A motion (Horner, Hickrod) to delete the suggested percentages in Section X, Subsection 9.b was made.

The chairperson ruled that the motion was in order. The ruling of the chairperson was appealed. The appeal failed on a show of hands.

The motion failed on a voice vote.

- VII, 109 A motion (Hickrod, Young) to delete the second sentence in Section X, Subsection A.2 was made. The motion failed on a show of hands.

- VII, 110 A motion (Gordon, Young) to replace the second sentence of Section X, Subsection A.2, by the sentence:

The dollar allocation should reflect a common percentage of each departmental salary base.

was made. The motion failed on a voice vote.

Section X was approved as amended.

Section XI. Appeals Policy

The Faculty Affairs Committee accepted a change in wording of Section XI, Subsection B, so that the Subsection reads as follows:

An appeal is a written complaint or allegation that there has been a misinterpretation or misjudgment relating to the appellant's appointment, promotion, tenure, or evaluation.

The committee also deleted Section XI, Subsections F and G. A new Section XI, Subsection E.3, was added as follows:

The appeals subcommittee shall, as expeditiously as possible, report its decision to the appellant, the appropriate college and departmental faculty status committees and the Provost.

Section XI was approved as amended.

Section XII. Personnel Files

The Faculty Affairs Committee made the following changes in this section:

1. Section XII, Subsection A.1 - Insert the word "college" between "the" and "office". Delete the words "of the Provost".
2. Section XII, Subsection A.3 - Insert the words "employment and" between the words "to" and "work" in the fourth line.

Section XII was approved as amended.

Appendix: Temporary Faculty

The Appendix was approved with the word "assignment" changed to "contract period" in Subsection 2.

The chairperson entertained a motion to defer final approval of the revised Appointment, Salary, Promotion, and Tenure Policies.

- VII, 111 A motion (Bernardi, Reitan) to defer final approval of the revised policies until the Senate can study the amended document was made. The motion failed on a voice vote.

Adjournment

- VII, 112 A motion (Rhodes, Cohen) to adjourn was made. The motion passed. The meeting was adjourned at 12:05 a.m.

For the Academic Senate,

Robert D. Young, Secretary

RDY:pl

[illegible]